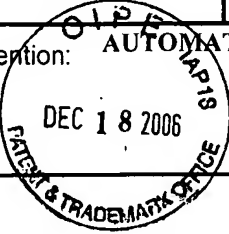



12-1906

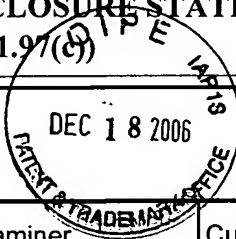
1210

CERTIFICATE OF MAILING BY "EXPRESS MAIL" (37 CFR 1.10)			Docket No.	
Applicant(s): Black et al.			15854.4	
Application No. 10/848,809	Filing Date May 19, 2004	Examiner Traci L. Smith	Customer No. 022913	Group Art Unit 3629
Invention: AUTOMATED COMPLIANCE FOR HUMAN RESOURCE MANAGEMENT				
				
I hereby certify that the following correspondence:				
<div>Transmittal Letter (2 pgs in duplicate); Information Disclosure Statement (2 pgs); Form PTO-1449 (13 pgs); Legible Copies of 94 cited references; and postcard</div>				
(Identify type of correspondence)				
is being deposited with the United States Postal Service "Express Mail Post Office to Addressee" service under 37 CFR 1.10 in an envelope addressed to: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450 on				
<div>December 18, 2006</div> <div>(Date)</div>				
<div>Gina Meredith</div> <div>(Typed or Printed Name of Person Mailing Correspondence)</div>				
 <div>(Signature of Person Mailing Correspondence)</div>				
<div>EV 565664612 US</div> <div>("Express Mail" Mailing Label Number)</div>				
Note: Each paper must have its own certificate of mailing.				

TRANSMITTAL OF INFORMATION DISCLOSURE STATEMENT
(Under 37 CFR 1.97(b) or 1.97(c))

Docket No.
15854.4

In Re Application Of: **Black et al.**



Application No.	Filing Date	Examiner	Customer No.	Group Art Unit	Confirmation No.
10/848,809	May 19, 2004	Traci L. Smith	022913	3629	6228

Title: **AUTOMATED COMPLIANCE FOR HUMAN RESOURCE MANAGEMENT**

Address to:
Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

37 CFR 1.97(b)

1. ☒ The Information Disclosure Statement submitted herewith is being filed within three months of the filing of a national application other than a continued prosecution application under 37 CFR 1.53(d); within three months of the date of entry of the national stage as set forth in 37 CFR 1.491 in an international application; before the mailing of a first Office Action on the merits, or before the mailing of a first Office Action after the filing of a request for continued examination under 37 CFR 1.114.

37 CFR 1.97(c)

2. ☐ The Information Disclosure Statement submitted herewith is being filed after the period specified in 37 CFR 1.97(b), provided that the Information Disclosure Statement is filed before the mailing date of a Final Action under 37 CFR 1.113, a Notice of Allowance under 37 CFR 1.311, or an Action that otherwise closes prosecution in the application, and is accompanied by one of:

☐ the statement specified in 37 CFR 1.97(e);

OR

☐ the fee set forth in 37 CFR 1.17(p).

TRANSMITTAL OF INFORMATION DISCLOSURE STATEMENT

(Under 37 CFR 1.97(b) or 1.97(c))

Docket No.

15854.4

In Re Application of: **Black et al.**

DEC 18 2006

Application No.	Filing Date	Examiner	Customer No.	Group Art Unit	Confirmation No.
10/848,809	May 19, 2004	Traci L. Smith	022913	3629	6228

Title: **AUTOMATED COMPLIANCE FOR HUMAN RESOURCE MANAGEMENT****Payment of Fee**

(Only complete if Applicant elects to pay the fee set forth in 37 CFR 1.17(p))

- ☐ A check in the amount of _____ is attached.
- ☒ The Director is hereby authorized to charge and credit Deposit Account No. 23-3178 as described below.
- ☐ Charge the amount of _____
- ☒ Credit any overpayment.
- ☒ Charge any additional fee required.
- ☐ Payment by credit card. Form PTO-2038 is attached.

WARNING: Information on this form may become public. Credit card information should not be included on this form. Provide credit card information and authorization on PTO-2038.**Certificate of Transmission by Facsimile***

I certify that this document and authorization to charge deposit account is being facsimile transmitted to the United States Patent and Trademark Office (Fa

(Date)

Signature

Typed or Printed Name of Person Signing Certificate

Certificate of Mailing by First Class Mail

I hereby certify that this correspondence is being deposited with the United States Postal Service with sufficient postage as first class mail in an envelope addressed to "Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450" [37 CFR 1.8(a)] on

(Date)

Signature of Person Mailing Correspondence

Typed or Printed Name of Person Mailing Certificate

***This certificate may only be used if paying by deposit account.**Dated: **December 18, 2006**

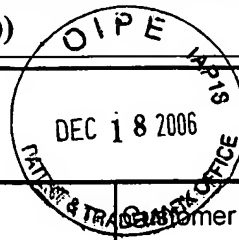
Signature

Peter F. Malen, Jr.
Attorney for Applicants
Reg. No. 45,576
Telephone No. 801-533-9800

CC:

TRANSMITTAL OF INFORMATION DISCLOSURE STATEMENT
(Under 37 CFR 1.97(b) or 1.97(c))

Docket No.
15854.4



In Re Application Of: **Black et al.**

Application No.	Filing Date	Examiner	Customer No.	Group Art Unit	Confirmation No.
10/848,809	May 19, 2004	Traci L. Smith	022913	3629	6228

Title: **AUTOMATED COMPLIANCE FOR HUMAN RESOURCE MANAGEMENT**

Address to:
Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

37 CFR 1.97(b)

1. ☒ The Information Disclosure Statement submitted herewith is being filed within three months of the filing of a national application other than a continued prosecution application under 37 CFR 1.53(d); within three months of the date of entry of the national stage as set forth in 37 CFR 1.491 in an international application; before the mailing of a first Office Action on the merits, or before the mailing of a first Office Action after the filing of a request for continued examination under 37 CFR 1.114.

37 CFR 1.97(c)

2. ☐ The Information Disclosure Statement submitted herewith is being filed after the period specified in 37 CFR 1.97(b), provided that the Information Disclosure Statement is filed before the mailing date of a Final Action under 37 CFR 1.113, a Notice of Allowance under 37 CFR 1.311, or an Action that otherwise closes prosecution in the application, and is accompanied by one of:

☐ the statement specified in 37 CFR 1.97(e);

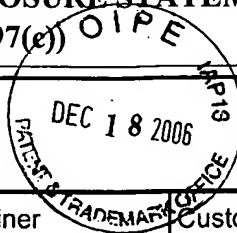
OR

☐ the fee set forth in 37 CFR 1.17(p).

TRANSMITTAL OF INFORMATION DISCLOSURE STATEMENT
(Under 37 CFR 1.97(b) or 1.97(e))

Docket No.
15854.4

In Re Application of: **Black et al.**



Application No.	Filing Date	Examiner	Customer No.	Group Art Unit	Confirmation No.
10/848,809	May 19, 2004	Traci L. Smith	022913	3629	6228

Title: **AUTOMATED COMPLIANCE FOR HUMAN RESOURCE MANAGEMENT**

Payment of Fee

(Only complete if Applicant elects to pay the fee set forth in 37 CFR 1.17(p))

- ☐ A check in the amount of _____ is attached.
- ☒ The Director is hereby authorized to charge and credit Deposit Account No. 23-3178
as described below.
- ☐ Charge the amount of _____
- ☒ Credit any overpayment.
- ☒ Charge any additional fee required.
- ☐ Payment by credit card. Form PTO-2038 is attached.

WARNING: Information on this form may become public. Credit card information should not be included on this form. Provide credit card information and authorization on PTO-2038.

Certificate of Transmission by Facsimile*

I certify that this document and authorization to charge deposit account is being facsimile transmitted to the United States Patent and Trademark Office (Fa
_____ (Date)
_____ Signature
_____ Typed or Printed Name of Person Signing Certificate

Certificate of Mailing by First Class Mail

I hereby certify that this correspondence is being deposited with the United States Postal Service with sufficient postage as first class mail in an envelope addressed to "Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450" [37 CFR 1.8(a)] on
_____ (Date)
_____ Signature of Person Mailing Correspondence
_____ Typed or Printed Name of Person Mailing Certificate

*This certificate may only be used if paying by deposit account.

Signature

Dated: **December 18, 2006**

Peter F. Malen, Jr.
Attorney for Applicants
Reg. No. 45,576
Telephone No. 801-533-9800

CC:



EXPRESS MAIL LABEL NO.: EV 565664612 US

PATENT APPLICATION

Docket No.: 15854.4

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of:)
)
	Black et al.)
)
Serial No.:	10/848,809) Art Unit
) 3629
Filed:	May 19, 2004)
)
Confirmation No.:	6228)
)
For:	AUTOMATED COMPLIANCE FOR)
	HUMAN RESOURCE MANAGEMENT)
)
Examiner:	Traci L. Smith)

INFORMATION DISCLOSURE STATEMENT
UNDER 37 C.F.R. § 1.97

Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

Sir:

Please find, pursuant to 37 C.F.R. § 1.98(a)(1), the enclosed Form PTO-1449 which contains a list of all patents, publications, or other items that have come to the attention of one or more of the individuals designated in 37 C.F.R. § 1.56(c). While no representation is made that any of these references may be "prior art" within the meaning of that term under 35 U.S.C. §§ 102 or 103, the enclosed list of references is disclosed so as to fully comply with the duty of disclosure set forth in 37 C.F.R. § 1.56.

Moreover, while no representation is made that a specific search of office files or patent office records has been conducted or that no better art exists, the undersigned attorney of record believes that the enclosed art is the closest to the claimed invention (taken in its entirety) of which the undersigned is presently aware, and no art which is closer to the claimed invention (taken in its entirety) has been knowingly withheld.

In accordance with 37 C.F.R. §§ 1.97 and 1.98, a copy of each of the listed non-patent references or relevant portion thereof is also enclosed.

Since all listed references are either in the English language or are accompanied by a translation into English, no concise explanation of relevance is required under 37 C.F.R. § 1.98(a)(3).

This Information is being filed within three months of the filing date of the Application, or before a first Office Action on the merits has been received. Therefore, no fee is believed to be due. Please credit any over payment or charge any additional fees to Deposit Account No. 23-3178 of the undersigned.

Dated this 18th day of December, 2006

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Peter F. Malen, Jr.", with a stylized, flowing script.

Peter F. Malen, Jr.
Attorney for Applicants
Registration No. 45,576
Customer No. 022913
Telephone No. 801-533-9800

Applicant: Black et al.

Serial No.: 10/848,809

Att'y Docket No.: 15854.4

Filing Date: May 19, 2004

Group: 3629

For: AUTOMATED COMPLIANCE FOR HUMAN RESOURCE
MANAGEMENTINFORMATION DISCLOSURE CITATIONS MADE BY APPLICANTU.S. Patent Documents

<u>Examiner Initial*</u>	<u>Document Number</u>	<u>Issue Date</u>	<u>Name</u>
None			

Foreign Patent Documents

<u>Examiner Initial*</u>	<u>Document Number</u>	<u>Publication Date</u>	<u>Country or Patent Office</u>
None			

Other Documents

(including author, title, pertinent pages, etc.)

<u>Examiner Initial*</u>

- | | |
|---------|---|
| _____ 1 | HR Logix - Staffing Solutions for the Internet Age. (03/04/2000). [World Wide Web page]. Available:
http://web.archive.org/web/20000304175222/http://www.hrlogix.com
(printed 2/3/2006). |
| _____ 2 | HR Logix - Staffing Solutions for the Internet Age. (06/11/2000). [World Wide Web page]. Available:
http://web.archive.org/web/20000611231951/http://www.hrlogix.com
(printed 2/3/2006). |
| _____ 3 | HR Logix. (07/27/2002). [World Wide Web page]. Available:
http://web.archive.org/web/20020727052722/http://hrlogix.com/
(path index error) (printed 2/3/2006). |
| _____ 4 | HR Logix. (08/03/2002). [World Wide Web page]. Available:
http://web.archive.org/web/20020803020119/http://hrlogix.com/
(path index error) (printed 2/3/2006). |

Examiner:

Date Considered:

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609, draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

Applicant: Black et al.

Serial No.: 10/848,809

Att'y Docket No.: 15854.4

Filing Date: May 19, 2004

Group: 3629

For: AUTOMATED COMPLIANCE FOR HUMAN RESOURCE
MANAGEMENT

- _____ 5 HR Logix. (09/22/2002). [World Wide Web page]. Available:
<http://web.archive.org/web/20020922061626/http://hrlogix.com/>
(path index error) (printed 2/3/2006).
- _____ 6 HR Logix Automates the Hiring Process. (09/24/2002). [World Wide Web page].
Available:
<http://web.archive.org/web/20020924191139/http://hrlogix.com/>
(printed 2/3/2006).
- _____ 7 HR Logix Automates the Hiring Process. (09/27/2002). [World Wide Web page].
Available:
<http://web.archive.org/web/20020927084112/http://www.hrlogix.com/>
(printed 2/3/2006).
- _____ 8 HR Logix Automates the Hiring Process. (10/17/2002). [World Wide Web page].
Available:
<http://web.archive.org/web/20021017004130/http://www.hrlogix.com/>
(printed 2/3/2006).
- _____ 9 HR Logix Automates the Hiring Process. (11/22/2002). [World Wide Web page].
Available:
<http://web.archive.org/web/20021122201245/http://hrlogix.com/>
(printed 2/3/2006).
- _____ 10 HR Logix Automates the Hiring Process. (11/24/2002). [World Wide Web page].
Available:
<http://web.archive.org/web/20021124142544/http://hrlogix.com/>
(printed 2/6/2006).
- _____ 11 HR Logix Automates the Hiring Process. (11/28/2002). [World Wide Web page].
Available:
<http://web.archive.org/web/20021128081346/http://www.hrlogix.com/>
(printed 2/6/2006).
- _____ 12 HR Logix Automates the Hiring Process. (12/02/2002). [World Wide Web page].
Available:
<http://web.archive.org/web/20021202072451/http://hrlogix.com/index.html>
(printed 2/6/2006).

Examiner:

Date Considered:

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609, draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

Applicant: Black et al.
Serial No.: 10/848,809
Filing Date: May 19, 2004
For: AUTOMATED COMPLIANCE FOR HUMAN RESOURCE
MANAGEMENT

Att'y Docket No.: 15854.4
Group: 3629

- _____ 13 HR Logix Automates the Hiring Process. (1/30/2003). [World Wide Web page]. Available: <http://web.archive.org/web/20030130023337/http://hrlogix.com/> (printed 2/6/2006).
- _____ 14 HR Logix Automates the Hiring Process. (02/02/2003). [World Wide Web page]. Available: <http://web.archive.org/web/20030202085300/http://www.hrlogix.com/> (printed 2/6/2006).
- _____ 15 HR Logix Automates the Hiring Process. (02/07/2003). [World Wide Web page]. Available: <http://web.archive.org/web/20030207230511/http://www.hrlogix.com/> (printed 2/6/2006).
- _____ 16 HR Logix Automates the Hiring Process. (02/12/2003). [World Wide Web page]. Available: <http://web.archive.org/web/20030212204316/http://www.hrlogix.com/> (printed 2/6/2006).
- _____ 17 HR Logix Automates the Hiring Process. (02/17/2003). [World Wide Web page]. Available: <http://web.archive.org/web/20030217072821/http://www.hrlogix.com/> (printed 2/6/2006).
- _____ 18 HR Logix Automates the Hiring Process. (03/21/2003). [World Wide Web page]. Available: <http://web.archive.org/web/20030321003507/http://hrlogix.com/> (Path Index Error) (printed 2/6/2006).
- _____ 19 HR Logix Automates the Hiring Process. (03/23/2003). [World Wide Web page]. Available: <http://web.archive.org/web/20030323013644/http://www.hrlogix.com/> (printed 2/3/2006).

Examiner:

Date Considered:

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609, draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

Applicant: Black et al.

Serial No.: 10/848,809

Att'y Docket No.: 15854.4

Filing Date: May 19, 2004

Group: 3629

For: AUTOMATED COMPLIANCE FOR HUMAN RESOURCE
MANAGEMENT

- ____ 20 HR Logix Automates the Hiring Process. (03/29/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030329130106/http://www.hrlogix.com/>
(printed 2/3/2006).
- ____ 21 HR Logix Automates the Hiring Process. (04/08/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030408233458/http://www.hrlogix.com/index.html> (printed 2/3/2006).
- ____ 22 HR Logix Automates the Hiring Process. (04/11/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030411095307/http://www.hrlogix.com/>
(printed 2/3/2006).
- ____ 23 HR Logix Automates the Hiring Process. (04/21/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030421233941/http://www.hrlogix.com/>
(printed 12/14/2006).
- ____ 24 HR Logix Automates the Hiring Process. (06/10/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030610111107/http://www.hrlogix.com/>
(printed 11/28/2006).
- ____ 25 HR Logix Automates the Hiring Process. (06/12/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030612055758/http://www.hrlogix.com/>
(printed 11/28/2006).
- ____ 26 HR Logix. (06/18/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030618184803/http://www.hrlogix.com/index.html> (Path Index Error) (printed 11/28/2006).
- ____ 27 HR Logix Automates the Hiring Process. (07/12/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030712000807/http://www.hrlogix.com/index.html> (printed 11/28/2006).

Examiner:

Date Considered:

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609, draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

Applicant: Black et al.

Serial No.: 10/848,809

Att'y Docket No.: 15854.4

Filing Date: May 19, 2004

Group: 3629

For: AUTOMATED COMPLIANCE FOR HUMAN RESOURCE
MANAGEMENT

- _____ 28 HR Logix. (7/21/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030721041524/http://www.hrlogix.com/>
(Path Index Error) (printed 11/28/2006).
- _____ 29 HR Logix. (7/24/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030724142729/http://www.hrlogix.com/>
(Path Index Error) (printed 11/28/2006).
- _____ 30 HR Logix. (08/07/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030807030640/http://www.hrlogix.com/>
(Path Index Error) (printed 11/28/2006).
- _____ 31 HR Logix Automates the Hiring Process. (08/10/2003). [World Wide Web page].
Available:
[http://web.archive.org/web/20030810122529/http://www.hrlogix.com/i
ndex.html](http://web.archive.org/web/20030810122529/http://www.hrlogix.com/index.html) (printed 11/28/2006).
- _____ 32 HR Logix. (09/24/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030924012547/http://www.hrlogix.com/>
(Path Index Error) (printed 11/28/2006).
- _____ 33 HR Logix Automates the Hiring Process. (10/08/2003). [World Wide Web page].
Available:
<http://web.archive.org/web/20031008073136/http://www.hrlogix.com/>
(printed 11/28/2006).
- _____ 34 HR Logix Automates the Hiring Process. (10/29/2003). [World Wide Web page].
Available:
<http://web.archive.org/web/20031029151527/http://www.hrlogix.com/>
(printed 11/28/2006).
- _____ 35 HR Logix. (11/23/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20031123042504/http://www.hrlogix.com/>
(Path Index Error) (printed 11/28/2006).
- _____ 36 HR Logix Automates the Hiring Process. (11/29/2003). [World Wide Web page].
Available:
<http://web.archive.org/web/20031129082030/http://www.hrlogix.com/>
(printed 11/28/2006).

Examiner:

Date Considered:

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609, draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

Applicant: Black et al.
Serial No.: 10/848,809
Filing Date: May 19, 2004
For: AUTOMATED COMPLIANCE FOR HUMAN RESOURCE MANAGEMENT

Att'y Docket No.: 15854.4
Group: 3629

- ____ 37 HR Logix Automates the Hiring Process. (11/30/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20031130204243/http://www.hrlogix.com/>
(printed 11/28/2006).
- ____ 38 HR Logix Automates the Hiring Process. (12/03/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20031203164425/http://www.hrlogix.com/index.html> (printed 11/28/2006).
- ____ 39 HR Logix. (12/26/03). [World Wide Web page]. Available:
<http://web.archive.org/web/20031226083857/http://www.hrlogix.com/>
(printed 11/28/2006).
- ____ 40 HR Logix. (2/04/04). [World Wide Web page]. Available:
<http://web.archive.org/web/20040207014326/www.hrlogix.com/> (printed 11/28/2006).
- ____ 41 HR Logix. (2/09/04). [World Wide Web page]. Available:
<http://web.archive.org/web/20040207014326/www.hrlogix.com/> (printed 11/28/2006).
- ____ 42 HR Logix. (04/02/04). [World Wide Web page]. Available:
<http://web.archive.org/web/20040402082941/www.hrlogix.com/> (printed 11/28/2006).
- ____ 43 HR Logix. (04/11/04). [World Wide Web page]. Available:
<http://web.archive.org/web/20040411132729/http://hrlogix.com/>
(printed 11/28/2006).
- ____ 44 HR Logix. (05/14/04). [World Wide Web page]. Available:
<http://web.archive.org/web/20040514081230/http://www.hrlogix.com/>
(printed 11/28/2006).

Examiner:

Date Considered:

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609, draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

Applicant: Black et al.

Serial No.: 10/848,809

Att'y Docket No.: 15854.4

Filing Date: May 19, 2004

Group: 3629

For: AUTOMATED COMPLIANCE FOR HUMAN RESOURCE
MANAGEMENT

- _____ 45 Compli (12/01/2001). [World Wide Web page]. Available:
<http://web.archive.org/web/20011201005437/http://compli.com/>
(printed 1/19/2006).
- _____ 46 Compli (12/03/2001). [World Wide Web page]. Available:
<http://web.archive.org/web/20011203185154/http://compli.com/index.html> (printed 1/20/2006).
- _____ 47 Compli (03/27/2002). [World Wide Web page]. Available:
<http://web.archive.org/web/20020327160721/http://www.compli.com/>
(printed 12/15/2006)
- _____ 48 Compli (04/09/2002). [World Wide Web page]. Available:
<http://web.archive.org/web/20020409011831/http://www.compli.com/index.html> (printed 12/15/2006)
- _____ 49 Compli (05/24/2002). [World Wide Web page]. Available:
<http://web.archive.org/web/20020524102021/http://compli.com/>
(printed 1/20/2006).
- _____ 50 Compli (05/30/2002). [World Wide Web page]. Available:
<http://web.archive.org/web/20020530010420/http://compli.com/>
(printed 1/20/2006 and 11/17/2006).
- _____ 51 Compli (06/04/2002). [World Wide Web page]. Available:
<http://web.archive.org/web/20020604101923/http://compli.com/>
(printed 1/20/2006).
- _____ 52 Compli (07/22/2002). [World Wide Web page]. Available:
<http://web.archive.org/web/20020722211001/http://compli.com/>
(printed 1/20/2006).
- _____ 53 Compli (08/02/2002). [World Wide Web page]. Available:
<http://web.archive.org/web/20020802200520/http://compli.com/>
(printed 1/20/2006).

Examiner:

Date Considered:

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609, draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

Applicant: Black et al.

Serial No.: 10/848,809

Att'y Docket No.: 15854.4

Filing Date: May 19, 2004

Group: 3629

For: AUTOMATED COMPLIANCE FOR HUMAN RESOURCE
MANAGEMENT

- ____ 54 Compli (09/21/2002). [World Wide Web page]. Available:
<http://web.archive.org/web/20020921191737/http://compli.com/>
(printed 1/23/2006).
- ____ 55 Compli (09/26/2002). [World Wide Web page]. Available:
<http://web.archive.org/web/20020926231953/http://compli.com/>
(printed 1/23/2006).
- ____ 56 Compli – holistic HR compliance. (10/02/2002). [World Wide Web page].
Available:
<http://web.archive.org/web/20021002222911/http://compli.com/>
(printed 1/19/2006).
- ____ 57 Compli – EPCS. (11/26/2002). [World Wide Web page]. Available:
<http://web.archive.org/web/20021126113353/http://compli.com/>
(printed 1/19/2006).
- ____ 58 Compli – EPCS. (11/27/2002). [World Wide Web page]. Available:
<http://web.archive.org/web/20021127013727/http://compli.com/>
(printed 1/23/2006).
- ____ 59 Compli – EPCS. (11/28/2002). [World Wide Web page]. Available:
<http://web.archive.org/web/20021128194159/http://compli.com/>
(printed 1/23/2006).
- ____ 60 Compli – EPCS. (12/01/2002). [World Wide Web page]. Available:
<http://web.archive.org/web/20021201052703/http://compli.com/>
(printed 1/24/2006).
- ____ 61 Compli – EPCS. (12/04/2002). [World Wide Web page]. Available:
<http://web.archive.org/web/20021204102221/http://compli.com/>
(printed 1/24/2006).
- ____ 62 Compli – Enterprise Compliance Management System. (2/02/2003). [World Wide
Web page]. Available:
<http://web.archive.org/web/20030409224808/http://compli.com/>
(printed 1/20/2006).

Examiner:

Date Considered:

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609, draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

Applicant: Black et al.
Serial No.: 10/848,809
Filing Date: May 19, 2004
For: AUTOMATED COMPLIANCE FOR HUMAN RESOURCE MANAGEMENT

Att'y Docket No.: 15854.4
Group: 3629

- _____ 63 Compli – EPCS. (2/07/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030207213341/http://compli.com/>
(printed 1/24/2006).
- _____ 64 Compli EPCS. (02/12/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030212201410/http://compli.com/>
(printed 12/15/2006)
- _____ 65 Compli – EPCS. (2/14/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030214174747/http://compli.com/>
(printed 1/25/2006).
- _____ 66 Compli - Enterprise Compliance Management System. (3/25/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030325214311/http://compli.com/>
(printed 1/31/2006).
- _____ 67 Compli - Enterprise Compliance Management System. (3/27/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030327080436/http://compli.com/>
(printed 2/1/2006).
- _____ 68 Compli - Enterprise Compliance Management System. (4/04/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030404203613/http://compli.com/>
(printed 2/2/2006).
- _____ 69 Compli - Enterprise Compliance Management System. (4/09/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030409224808/http://compli.com/>
(printed 2/2/2006).
- _____ 70 Compli - Enterprise Compliance Management System. (4/22/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030422221818/http://compli.com/>
(printed 2/2/2006).

Examiner:

Date Considered:

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609, draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

Applicant: Black et al.

Serial No.: 10/848,809

Att'y Docket No.: 15854.4

Filing Date: May 19, 2004

Group: 3629

For: AUTOMATED COMPLIANCE FOR HUMAN RESOURCE
MANAGEMENT

- ____ 71 Compli - Enterprise Compliance Management System. (06/01/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030601122745/http://compli.com/>
(printed 11/29/2006).
- ____ 72 Compli - Enterprise Compliance Management System. (06/06/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030606023457/http://compli.com/>
(printed 11/29/2006).
- ____ 73 Compli (06/10/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030610052144/http://compli.com/> (Path Index Error) (printed 11/29/2006).
- ____ 74 Compli - Enterprise Compliance Management System. (06/13/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030613014109/http://compli.com/>
(printed 11/29/2006).
- ____ 75 Compli - Enterprise Compliance and Risk Management System. (07/18/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030718092505/http://compli.com/>
(printed 11/29/2006).
- ____ 76 Compli - Enterprise Compliance and Risk Management System. (07/27/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030727011404/http://compli.com/>
(printed 11/29/2006).
- ____ 77 Compli - Enterprise Compliance and Risk Management System. (08/05/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030805162909/http://compli.com/>
(printed 11/29/2006).
- ____ 78 Compli - Enterprise Compliance and Risk Management System. (08/07/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20030807221356/http://compli.com/>
(printed 11/29/2006).

Examiner: _____

Date Considered: _____

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609, draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

Applicant: Black et al.

Serial No.: 10/848,809

Att'y Docket No.: 15854.4

Filing Date: May 19, 2004

Group: 3629

For: AUTOMATED COMPLIANCE FOR HUMAN RESOURCE
MANAGEMENT

- _____ 79 Compli - Enterprise Compliance and Risk Management System. (10/04/2003).
[World Wide Web page]. Available:
<http://web.archive.org/web/20031004080842/http://compli.com/>
(printed 11/29/2006).
- _____ 80 Compli (10/10/2003). [World Wide Web page]. Available:
<http://web.archive.org/web/20031010194407/http://compli.com/> (Path
Index Error) (printed 11/29/2006).
- _____ 81 Compli - Enterprise Compliance and Risk Management System. (10/29/2003).
[World Wide Web page]. Available:
<http://web.archive.org/web/20031029104103/http://compli.com/>
(printed 11/29/2006).
- _____ 82 Compli - Enterprise Compliance and Risk Management System. (11/19/2003).
[World Wide Web page]. Available:
<http://web.archive.org/web/20031119023750/http://compli.com/>
(printed 11/29/2006).
- _____ 83 Compli - Enterprise Compliance and Risk Management System. (12/03/2003).
[World Wide Web page]. Available:
<http://web.archive.org/web/20031203165627/http://compli.com/>
(printed 11/30/2006).
- _____ 84 Compli - Enterprise Compliance and Risk Management System. (12/23/2003).
[World Wide Web page]. Available:
<http://web.archive.org/web/20031223092946/http://compli.com/>
(printed 11/30/2006).
- _____ 85 Compli - Enterprise Compliance and Risk Management System. (12/29/2003).
[World Wide Web page]. Available:
<http://web.archive.org/web/20031229202130/http://compli.com/>
(printed 11/30/2006).
- _____ 86 Compli - Enterprise Compliance and Risk Management System. (12/30/2003).
[World Wide Web page]. Available:
<http://web.archive.org/web/20031230042413/http://compli.com/>
(printed 11/30/2006).

Examiner:

Date Considered:

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609, draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

Applicant: Black et al.

Serial No.: 10/848,809

Att'y Docket No.: 15854.4

Filing Date: May 19, 2004

Group: 3629

For: AUTOMATED COMPLIANCE FOR HUMAN RESOURCE
MANAGEMENT

- _____ 87 Compli (01/22/2004). [World Wide Web page]. Available:
<http://web.archive.org/web/20040122132957/http://compli.com/> (Path
Index Error) (printed 11/30/2006).
- _____ 88 Compli (02/24/2004). [World Wide Web page]. Available:
<http://web.archive.org/web/20040224145600/http://compli.com/> (Path
Index Error) (printed 11/30/2006).
- _____ 89 Compli - Enterprise Compliance and Risk Management System. (03/26/2004).
[World Wide Web page]. Available:
<http://web.archive.org/web/20040326033206/http://compli.com/>
(printed 11/30/2006).
- _____ 90 Compli - Enterprise Compliance and Risk Management System. (03/30/2004).
[World Wide Web page]. Available:
<http://web.archive.org/web/20040330223035/http://compli.com/>
(printed 11/30/2006).
- _____ 91 Compli - Enterprise Compliance and Risk Management System. (04/17/2004).
[World Wide Web page]. Available:
<http://web.archive.org/web/20040417155126/http://compli.com/>
(printed 11/30/2006).
- _____ 92 Compli - Enterprise Compliance and Risk Management System. (05/14/2004).
[World Wide Web page]. Available:
<http://web.archive.org/web/20040514052626/http://compli.com/>
(printed 11/30/2006).
- _____ 93 HRLogix.com. Internet Archive Wayback Machine. [World Wide Web page].
Available: http://web.archive.org/web/*/http://www.hrlogix.com
(printed 12/13/2006).
- _____ 94 Compli.com. Internet Archive Wayback Machine. [World Wide Web page].
Available: http://web.archive.org/web/*/http://www.compli.com
(printed 12/13/2006).

Examiner:

Date Considered:

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609, draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

Applicant: Black et al.
Serial No.: 10/848,809
Filing Date: May 19, 2004
For: AUTOMATED COMPLIANCE FOR HUMAN RESOURCE MANAGEMENT

Att'y Docket No.: 15854.4
Group: 3629

References Cited by Applicants

While the filing of Information Disclosure Statements is voluntary, the procedure is governed by the guidelines of Section 609 of the Manual of Patent Examining Procedure and 37 C.F.R. §§ 1.97 and 1.98. To be considered a proper Information Disclosure Statement, Form PTO-1449 shall be accompanied by a copy of each listed patent or publication or other item of information and a translation of the pertinent portions of foreign documents (if an existing translation is readily available to the applicant), an explanation of relevance of each reference not in the English language, and should be submitted in a timely manner as set out in MPEP Sec. 609.

Examiners will consider all citations submitted in conformance with 37 C.F.R. § 1.98 and MPEP Sec. 609 and place their initials adjacent the citations in the spaces provided on this form. Examiners will also initial citations not in conformance with the guidelines which may have been considered. A reference may be considered by the Examiner for any reason whether or not the

citation is in full conformance with the guidelines. A line will be drawn through a citation if it is not in conformance with the guidelines AND has not been considered. A copy of the submitted form, as reviewed by the Examiner, will be returned to the applicant with the next communication. The original of the form will be entered into the application file.

Each citation initialed by the Examiner will be printed on the issued patent in the same manner as references cited by the Examiner on Form PTO-892.

The reference designations "A1," "A2," etc. (referring to Applicant's reference 1, Applicant's reference 2, etc.) will be used by the Examiner in the same manner as Examiner's reference designations "A," "B," "C," etc. on Office Action Form PTO-1142.

GPM0000002958V001

Examiner:

Date Considered:

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609, draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.
